African American Elders Project
Steering Committee
Meeting # 2
November 5, 2003

Members Present:
Neal Adams, Global Consulting
Pamela Boring, Public Health: Seattle/KC
Raleigh Bowden, SAACP
Rosemary Cunningham, ADS Planning Unit
MaryPat O'Leary, ADS - CMP
Norman Johnson, Therapeutic Health Svcs.
Rowena Rye, MCAAE Chair
Dick Sugiyama, ADS ADS - CMP
Karen Winston, ADS Planning Unit

Members Not Present
Margaret Boddie, Vice Chair, MCAAE
Gayle Johnson, Alliance for Education
Gloria Leonard, MCAAE

I. Review and Refine Results of Brainstorm on Pros/Cons of the Transition

Following the welcome and introductions, members reviewed the brainstorming information from the October 29th meeting regarding the question *What are the pros and cons of transitioning the AAEP to a community-based management and governance structure?* The purpose of the discussion was to 1) identify duplication, 2) develop one to three word titles for each bullet, and 3) develop short narrative description for each title. The overall goal however, was to develop a good foundation/rationale regarding the "why" for transitioning the AAEP to a community-based management and governance structure, to be presented to the AAEP Executive Sponsors.

Neal reviewed and edited the list of cons developed by the committee. The edited version follows. At the next Steering Committee meeting, participants will we asked to review this version with the goal of approving the list with minor changes and additions..

Edited List of Cons for AAEP Transition

- **Politics** – Many interests be peaked and impacted by a transition of the AAEP. As those interests become clearly defined, individuals and/or organizations may seek to achieve their individual goals through political maneuvers. If not contained, those moves could break the whole project.

- **Funding, Financing and Fiscal Management** – Uncertain and inadequate financing, fiscal accountability and budget support could undermine the effort. Is the project being set up to fail?

- **Creating New Nonprofits** – Governmental, civic and nonprofit leaders have expressed concern about the impact of creating more nonprofit organizations. Some have stated publicly that more organizations will significantly increase stress on resources currently available for nonprofit service organizations funded by the local government.

- **Duplication of Services** – Concern has been expressed about creating another nonprofit that will duplicate services already being provided by existing organizations.

- **Nursing Shortage** – There is a nursing across the country and in Seattle. The shortage is more severe for African American Nurses. The Partnership's effort to recruit an African American Nurse has been unsuccessful so far. It may be difficult to recruit and retain nurses for the project.

- **Quality Control** – Establishing strategies to ensure the quality of program services and program administration will take time to fully develop and implement.

- **Impact on Clients** – The transition may mean significant changes in how and by who services are provided. Clients may be confused or may resist the changes and as a result refuse of fail to access services.

- **Oversight of Practices** –

- **Fear** – Change and loss scary. It will be difficult to measure and control the psychological affect of the transition of the AAEP on all stakeholders. The transition could be costly in terms of support for and commitment to the project and the quality of services provided during the transition and after.

- **Risk Management** – Risk management is about determining liability and ways to reduce and control it. Determining liability and developing strategies to manage it will be a challenge during and after the transition.

II. Project Background Information and Data

At the October 29 meeting members requested demographic data regarding the projected growth of older African Americans. Information from the local level is still being coordinated however, Karen presented national data which showed projected growth from 1995 to 2050. The data showed that minority populations will be increasing proportions of the elderly. African American, Asian, and Hispanic populations are all increasing more rapidly than the non-Hispanic white population. (National Academy on An Aging Society, 1999)

Racial and Ethnic composition of the Population, 1995 and 2050

Age 65 and Older	1995	2050
African American	8%	10%
American Indian	.4%	.6%
Asian	2%	7%
Hispanic	5%	16%
Non-Hispanic White	85%	67%

Norm stated that the demographics alone were not enough to justify transitioning the AAEP to a community-based management and governance structure. The King County data will be presented at the November 19 meeting.

III. Developing Criteria for Selecting An Affiliate Nonprofit Organization

Neal facilitated the following workshop discussion:

What is the challenge? - A key step in the process to transition the AAEP to a community-based management and governance structure is contracting with an existing nonprofit organization that can provide support and a temporary home for the project. Working to meet certain *affiliate criteria* helps us ensure the success of the transition process. The challenge is to develop an approach which involves transitioning existing services from local government to a community setting must be objective and transparent. The approach should result in the identification and section of the best possible *affiliate* organization.

What do we want to achieve with the affiliate?
- Fiscal conduit
- Space for 1-9 staff
- Technology infrastructure
- An operating agreement of at least one year
- Contracting with the City of Seattle

What are criteria?
Criteria are the standards by which decision makers evaluate alternatives.

What are our tasks?
- Identify criteria for deciding among alternatives.
- Ensure that criteria is consistent with administrative and program standards.
- Ensure criteria is consistent with MCAAE mission.
- Ensure criteria is consistent with vision and values of the partnership.
- Rank criteria
- Identify alternatives
- Recommend a model for application of the criteria
- Describe the selection process

Brainstorm – Categories for Selecting Affiliate Criteria
1. Mission alignment
2. Integrity
3. Feasibility
4. Proven solvency
5. Serves older African Americans (including culturally competent, quality and compassion)
6. Community track record
7. Space, location and accessible
8. Technological infrastructure
9. Fiscal experience
10. Visionary organization
11. Flexible (accustomed to and effective at handling)
12. African American perception of organization
13. Strong leadership and Board of Directors
14. Directly related experience in terms of service delivery

Neal will edit this list for further dialogue at the next Steering Committee meeting.

IV. Who Else Should be Involved in the Steering Committee?

- Older African American consumers
- More community reps.

Members were asked to identify other potential steering committee members and to submit names to Karen as soon as possible.

V. Future Meeting Dates & Changes

November 19th
December 3rd and 17th (**note: Dec. 17 meeting time changed to 9 – 11 a.m.**)
January 7th and 21st